

# College Staffing Data 2023-24 Background and Appendices



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## College Staffing Data 2023-24

### Background and Appendices

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Issue Date:	20 May 2025
Reference:	SFC/ST/03/2025
Summary:	This publication provides summary information on all staff employed in the college sector in Scotland.
FAO:	Principals of Scotland's colleges and the general public.
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This is an official statistics publication.

All official statistics should comply with the UK Statistics Authority's Code of Practice to Official Statistics, which promotes the production and dissemination of official statistics that inform decision-making. Find out more about the Code of Practice for Official Statistics at the [UK Statistics Authority's website](#).

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## Publication background and purpose

1. This is the ninth annual publication on staffing for Scotland's colleges and covers the period 2014-2024.
2. The College Staffing publication provides summary information on staff employed in the college education sector in Scotland, thereby supporting the Scottish Funding Council's work with colleges on promoting staff equality and outcome-based planning through Outcome Agreements.
3. The college staffing figures presented in this publication are derived differently from both the Public Sector Employment Statistics for further education colleges that do not include data from UHI Partner Colleges and SRUC, and from the average full-time equivalent (FTE) staffing figures as reported in colleges published annual statements.
4. The college regionalisation programme resulted in many of the merged colleges operating voluntary severance schemes at different times over the reporting period.  
The voluntary severance schemes together with changes in staffing contracts in and between colleges have influenced many of the changes in the staffing numbers, particularly in the period from 2014-15 to 2016-17.
5. With a vesting date of 01 September 2023, Lews Castle, North Highland College and West Highland College merged to become UHI North, West and Hebrides. This may influence the changes in staffing numbers in 2023-24.
6. The purpose of the staffing data collection is to monitor sector workforce, staffing age profiles, equal opportunities and to provide information for national statistical publications.
7. The data collection is split into two sections. Section 1 is based on full-time equivalent (FTE); Section 2 is based on headcount.
8. Figures in all charts have been rounded to the nearest whole number and sub-group numbers and percentages may vary slightly due to rounding.
9. For further information on the staffing collection please see the [College Staffing Return Guidance](#).

## Appendix 1: Ethnicity classification in the Staffing Data Return

The following classifications are from the 2011 Scottish Census.

### Black and Minority Ethnic Staff

Included, in this category:

- Mixed or multiple ethnic groups.
- Pakistani, Pakistani Scottish or Pakistani British.
- Indian, Indian Scottish or Indian British.
- Bangladeshi, Bangladeshi Scottish or Bangladeshi British.
- Chinese, Chinese Scottish or Chinese British.
- African, African Scottish or African British.
- Caribbean, Caribbean Scottish or Caribbean British.
- Black, Black Scottish or Black British.
- Arab.
- Any other Asian, Asian Scottish or Asian British.
- Any other African, Caribbean or Black.

### Other Ethnicity

Included, under this category:

- White (including White Scottish, White English, White Welsh, White Northern Irish, White British, White Irish, White Gypsy / Traveller, White Polish and other ethnic group).
- Not stated.

## Appendix 2: Publication metadata

Metadata Indicator	Description
<b>Publication Title</b>	College Staffing Data 2023-24
<b>Description</b>	Includes trends on college staff by headcount and full-time equivalent staff during the academic years 2014-15 to 2023-24.
<b>Theme</b>	Education
<b>Topic</b>	College Staff information (excludes self-employed, contract and agency workers not paid directly from the payroll)
<b>Format</b>	Web (HTML) report, PDF and Excel Tables
<b>Data Source(s)</b>	Scotland's colleges staffing return (includes staffing data from SRUC and the UHI partner colleges)
<b>Date that data are acquired</b>	31/03/2025
<b>Release date</b>	20/05/2025
<b>Frequency</b>	Annual
<b>Timeframe of data and timeliness</b>	Academic year (1 August 2023 to 31 July 2024), and trend data from academic years 2014-15 to 2023-24
<b>Continuity of data</b>	From 2014 aggregate staffing data has been submitted in Excel tables
<b>Revisions statement</b>	There are no revisions to this publication
<b>Revisions relevant to this publication</b>	There are no revisions relevant to this publication.
<b>Concepts and definitions</b>	Please see the <a href="#">College Staffing Return Guidance 2023-24</a>
<b>Relevance and key uses of these statistics</b>	The results from the college staffing publication are used by the Scottish Funding Council, Scottish Government, Colleges Scotland, General Teaching Council for Scotland, academics, and member of the public to monitor college staff trends to support policy development, including equalities.

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<b>Official Statistics designation</b>	Official Statistics
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<b>UK Statistics Authority Assessment</b>	N/A
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## Appendix 3: Glossary

**College staffing data:** aggregate data based on the number of employees who are being paid by the college, rather than the number of jobs / posts.

**Number of staff (Headcount):** number of staff employed in the college sector during the academic year. Each member of staff is counted once, regardless of the number of hours / contracts for which they are employed.

**Number of staff:** number of full-time equivalent (FTE) staff employed by the college sector. Contracted hours should be used as the basis for calculating FTEs and a full-time member of staff employed for the year would normally have an FTE of 1.

**Teaching staff:** staff whose primary contractual responsibility is teaching and/or who spend at least 10% of their time teaching.

**Non-teaching (support) Staff:** staff not defined as 'teaching staff' should be included in the 'non-teaching (support)' category.

**Full-time:** staff who work standard contracted hours that is the college's normal weekly hours over the normal contracted working year.

**Part-time:** staff who work less than standard contracted hours, that is less than the college's normal weekly hours and / or less than the college's normal contracted working year.

**Permanent staff:** staff employed on permanent contracts (not a fixed term) are classified as permanent staff.

**Temporary staff:** staff employed on contracts which specify an end date (other than retirement age) or otherwise limits the duration of the contract are classified as temporary staff.

**Age:** age on 31 July 2024.

**Ethnic origin:** the ancestral race that an individual belongs to, as opposed to their current nationality.

**Disability:** a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on the individual's ability to do normal daily activities



## Appendix 4: Additional Staffing Headcount Tables

**Table 1: Headcount of TQFE, TQ Secondary, TQ Primary, PGDE (adult literacies) or equivalent staff by academic year and mode of employment**

Academic Year	Permanent Full Time	Permanent Part Time	Temporary Full Time	Temporary Part Time
<b>2014-15</b>	2,866	1,357	31	395
<b>2015-16</b>	2,866	1,411	29	379
<b>2016-17</b>	2,817	1,489	21	409
<b>2017-18</b>	2,847	1,591	30	311
<b>2018-19</b>	2,812	1,608	31	267
<b>2019-20</b>	2,777	1,778	28	223
<b>2020-21</b>	2,729	1,874	32	146
<b>2021-22</b>	2,772	1,873	36	150
<b>2022-23</b>	2,708	1,894	30	171
<b>2023-24</b>	2,438	1716	27	125

**Table 2: Headcount of other TQ staff not equivalent to above by academic year and mode of employment**

Academic Year	Permanent Full Time	Permanent Part Time	Temporary Full Time	Temporary Part Time
2014-15	411	379	18	240
2015-16	380	341	12	203
2016-17	383	331	20	267
2017-18	362	356	11	168
2018-19	410	409	27	169
2019-20	425	460	15	147
2020-21	395	403	19	155
2021-22	403	394	12	141
2022-23	421	366	10	138
2023-24	400	378	7	98

**Table 3: Headcount of staff with formal qualification but not teacher trained by academic year and mode of employment**

<b>Academic Year</b>	<b>Permanent Full Time</b>	<b>Permanent Part Time</b>	<b>Temporary Full Time</b>	<b>Temporary Part Time</b>
<b>2014-15</b>	420	427	31	672
<b>2015-16</b>	352	406	24	489
<b>2016-17</b>	321	340	35	392
<b>2017-18</b>	372	415	49	472
<b>2018-19</b>	431	535	41	477
<b>2019-20</b>	335	518	33	419
<b>2020-21</b>	403	587	38	358
<b>2021-22</b>	429	551	75	367
<b>2022-23</b>	323	449	58	323
<b>2023-24</b>	334	426	23	204

**Table 4: Headcount of staff with no formal qualification by academic year and mode of employment**

<b>Academic Year</b>	<b>Permanent Full Time</b>	<b>Permanent Part Time</b>	<b>Temporary Full Time</b>	<b>Temporary Part Time</b>
<b>2014-15</b>	35	41	1	165
<b>2015-16</b>	76	62	5	185
<b>2016-17</b>	80	84	8	264
<b>2017-18</b>	72	71	0	221
<b>2018-19</b>	65	80	10	170
<b>2019-20</b>	68	77	16	99
<b>2020-21</b>	73	86	6	23
<b>2021-22</b>	73	58	6	13
<b>2022-23</b>	95	53	8	30
<b>2023-24</b>	142	61	10	19

Table 5: Headcount of teaching staff by academic year and mode of employment

Academic Year	Permanent Full Time	Permanent Part Time	Temporary Full Time	Temporary Part Time
2014-15	3,732	2,204	81	1,472
2015-16	3,674	2,220	70	1,256
2016-17	3,601	2,244	84	1,332
2017-18	3,653	2,433	90	1,172
2018-19	3,718	2,632	109	1,083
2019-20	3,605	2,833	92	888
2020-21	3,600	2,950	95	682
2021-22	3,677	2,876	129	671
2022-23	3,547	2,762	106	662
2023-24	3,314	2,581	67	446